**Performance Reviews**

In order to correctly evaluate the ability of the candidates and their matching degree with the position, we will interview and train the candidates according to the following aspects: Job responsibilities, applicant's background and work experience, skills, etc.

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| Position | Candidates’ Background | Skills | Responsibilities |
| General Manager of Project Operations | MS/PhD degree in Management or relevant major; 3 years+ group management experience | * Familiar with the responsibilities of various tasks in the team * Have good communication and ability to deal with emergencies | * Responsible for the task assignment of the management team * Responsible for tracking the progress of various tasks and adjusting the team structure |
| Web Interface developer and Intern | MS/Bachelor’s degree in CS, IT or relevant major; 1 years+ web develop experience | * Familiar with various mainstream frameworks at the front and back ends * Familiar with various development tools and have good programming skills * Have good interpersonal communication and teamwork skills | * Responsible for the development and testing of user and manager interface * Responsible for the daily maintenance and operation of the website, as well as website testing |
| Technical Lead and Technical Support | MS/PhD’s degree in CS, IT or relevant major; 3 years+ web develop experience | * With rich experience in project development, able to independently complete the architecture design of the entire project | * Responsible for leading the team to complete the overall web page construction * Responsible for interviews and recruitment of technical personnel for web development |
| Product Operations Manager and Intern | MS/bachelor’s degree in management or relevant major; 1 years+ group management experience | * Have good interpersonal communication and teamwork skills * Familiar with office software such as word, excel, ppt, etc. | * Responsible for the planning and operation of daily activities * Responsible for recruiting new users and promoting our website |
| Human Resources Management Team | MS/bachelor’s degree in management or relevant major; 1 years+ group management experience | * Familiar with various jobs within the company | * Responsible for recruitment and training of other positions * Responsible for various tasks managed by the management team |

Organization Chart

The personnel organization structure is as shown in the figure below. We will complete team management and work report according to the following structure